

COMMUNIQUE



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SBLM

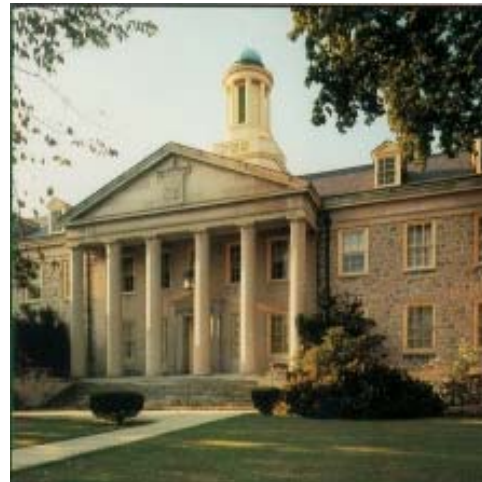
Suspense Date
5/17/05—

Applications for
SBLM Class 05-03
are due through the
Electronic Application
Process (EAP)

SENIOR SERVICE COLLEGE (SSC) SELECTIONS FOR 2005-2006

By Dennis Jinnohara

The Headquarters, Department of the Army (HQDA) recently announced the selection of employees to attend the Senior Service Colleges (SSC) for Academic Year 2005-2006. The SSC application process is rigorous and highly competitive.



Upton Hall at the US Army War College, Carlisle Barracks, Pennsylvania

This year, IMA submitted 14 SSC nominations. Out of the 34 primary SSC seats allocated by HQDA, IMA received three primary seats and two alternate seats.

The following IMA employees are congratulated for their selection:

- Ms. Kathleen Cole, HQIMA, Army War College (AWC).
- Mr. Howard Johnston, EURO, AWC.
- Ms. Kathleen Curd, SWRO, Industrial College of the

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INTERN PROGRAM FREQUENTLY ASKED QUESTIONS (FAQS)

Please keep surfing the IMA website. The Workforce Development Branch will soon have a link to frequently asked questions concerning Intern issues. Until then, please continue to communicate

with your Career Program Managers.

For more information contact—Cynthia Davis, Intern Program Manager, HQIMA Cynthia.Davis@hqda.army.mil.

SENIOR SERVICE COLLEGE NOMINEES NAMED (CONT)

Armed Forces and AWC alternate.

- Ms. Martina Carroll-Garrison, NERO, National War College alternate.

The Army's senior leadership has identified SSC attendance as a highly desirable experience for civilians who aspire to Senior Executive Service positions. Civilians with advanced leadership education make great contribu-



US Army War College

tions to the Army and an SSC education prepares senior employees for positions of greater leadership responsibility.

IMA also recognizes the importance of SSC training. Employees in IMA leadership positions at grades GS-14/15 or NF-5 and above are expected to apply for a SSC as part of their professional development program. To bring focus to this objective, the Director of IMA established a target of 10% of IMA GS-14/15 and NF-5 to have completed an SSC by FY 2010.

This target will help ensure that our senior leaders continue to develop professionally and have an understanding of IMA's role in the national security strategy.

"The Army senior leadership has identified SSC attendance as a highly desirable experience for civilians who aspire to Senior Executive Service"

ALABAMA STATE UNIVERSITY HOSTS DOD 2005 AFRICAN AMERICAN HERITAGE & HBCU SYMPOSIUM

Alabama State University co-hosted the Department of Defense's 2005 African American Heritage Observance and Historically Black Colleges and Universities (HBCU) Symposium, February 23-24, 2005 in the Joe L. Reed Acadome. The theme was, "Reaching Out to Youth: A Strategy for Excellence".

The purpose of the Installation Management Agency (IMA) Hu-

man Resource's (HR) participation was to provide an overview of IMA and establish contact with the Alabama college students for potential hiring purposes by participating in workshops and face to face communication with students.



The Golden Ambassadors at Alabama State University provided DOD and HBCU principals a tour of the campus and its relevance to the history of Montgomery, Alabama.

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April 2005

SUN	MON	TUE	WED	THU	FRI	SAT
					1 Intern Rqmts Due	2
3 Daylight Sav- ings Time	4	5	6	7	8	9
10	11	12	13	14	15 Tax Returns	16
17	18	19	20	21	22	23
24	25 ICMA Best Practices Symposium, Austin, Texas	26	27	28	29	30

SCHEDULE OF EVENTS

- **4/1/05**—HQIMA ACTEDS Interns requirements due to WFD from all CPMs
- **4/25/05**—CF-29 members attend Forum in Austin
- **4/26/05**—CF-29 members attend Forum in Austin
- **4/27/05**—CF-29 members attend ICMA Best Practices Symposium
- **4/28/05**—CF-29 members attend ICMA Best Practices Symposium

FY 06 ACTEDS Intern Requirements

By Cynthia Davis

Notification went out on 11 Mar 05 to the HQIMA Career Program Managers (CPMs) to identify Army Civilian Training, Education, and Development System (ACTEDS) Intern requirements for FY06. Requirements are due to the Workforce Development Branch by 1 April from the HQIMA CPMs.

The CPMs will be working with the Regions to identify intern requirements for their various career programs within IMA (i.e., HQ IMA, Regions, and Garrisons). This effort is very important because ACTEDS



Interns are a significant part of IMA's effort in "building the bench".

ACTEDS Intern requirements must be based on documented needs, training capability, future staffing needs,

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BRANCH CHIEF'S CORNER

By Linda Donaldson, Acting Chief

There have been many changes in the Workforce Development (WFD) Branch since February. Our Chief, Bob Crawford departed IMA to return to his home Arkansas where he accepted a position with the Transportation Security Administration (TSA). Bob was a driving force within WFD since he arrived in April of 2003. In a new agency with no formal procedures in place he developed operational guidance, strategically acquired \$1.2M to create and enhance programs to support the development of civilian employees, promoted strategic communications through the IMA WFD Website and the Communique, and built a highly competent, responsive WFD team.

I have been acting in Bob's absence and have enjoyed the learning experience. We are looking forward to welcoming our new Workforce Development Chief in April- May timeframe.

We were happy to welcome Ms. Barbara Bellamy back with us on March 14th. She will continue working to finalize IMA Pamphlet 600-5, Mandatory Training for Garrison Staff; the Command Review Program for the Army Management Staff College that includes the

General Officer Installation Command Course; the Garrison Command Sergeant Majors' Course; and the Garrison Pre-Command Course. Welcome back Barbara!

We bid farewell to Ms. Kerrie Tucker on the first of April as she departs IMA and joins the Army Materiel Command (AMC) at Fort Belvoir, Virginia. Kerrie has been with WFD since July 2003 and has also served as a driving force. Her accomplishments are many. To name a few Kerrie served as the Team Leader for the Training and Education Team in WFD; she organized a Tiger Team and led the effort to develop the Agency's overarching policy for WFD; developed the policy on Professional Credential; initiated the development of other policies such as Civilian Career Management and Career Program and Career Field Managers duties and responsibilities. We will miss Kerrie and wish her the best.

WFD will be welcoming two new employees in April. Ms. Julie Floyd will be joining the Revitalization and Evaluation Team on the 3rd of April. Julie is coming to us from the Defense Contract Management Agency. Ms. Dorothy Smith will be joining the Training and Evaluation Team on the 18th of April. Dorothy is coming to us from the National Guard Bureau.

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IMA HR provided a display illustrating IMA at work, play, and training. Several displays depicted various IMA jobs to include the intern program. Ms. Cynthia Davis, Intern Program Manager for IMA, discussed the intern program in detail, i.e., length of the program, how to apply, criteria, automation tools to obtain training, salaries, guaranteed placement and instructed individuals were to find IMA jobs as well as other DoD jobs. Ms. Davis participated in other workshops to promote the intern program. Several promotional items with IMA's website were handed out.

Representatives from various DoD agencies told the gathering about business opportunities and how to prepare themselves for DoD contracts, grants and access to excess equipment. Presenters also discussed business oppor-

tunities DoD has to offer HBCUs.

Major General Ronald L. Johnson, IMA Director, hosted a reception for DoD officials, presidents of Historically Black Colleges and Universities, college and university administrators, local government officials, and community members and organizations. Activities included recognizing service members, both past and present, including those who recently served abroad in support of the global war on terrorism.

Twelve service members were honored as present-day heroes. Past hero honorees were two World War II members of the Tuskegee Airmen. They were retired Lt. Col. Hubert E. Carter and his wife Mildred, and retired Maj. Carroll S. Woods. Other key representatives were: Maj. Gen. Ronald Johnson, Director, IMA, Mr. Cla-

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Workforce Development

HQ IMA
2511 Jefferson Davis Hwy
Room N522
Arlington, VA 22202

Phone: 703-602-4493
Fax: 703-602-2762
Email: IMA
WFD@hqda.army.mil

More information on
the web at:
www.ima.army.mil

*Developing
professional
installation
managers
and garrison
personnel*



INTERNS

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and the ability to place graduating interns into permanent positions.

These requirements will be coordinated with Career Program (CP) Functional Chief Representatives (FCRs) or CP Points of Contact at HQDA prior to submitting them to Workforce Development (WFD) and then to Army G1 (CPP). The Army will centrally fund ACTEDS Interns' salary, training, and one PCS move for a time period up to a maximum of 24 months. POC for this action is Ms. Cynthia Davis, cynthia.davis@hqda.army.mil.

ANNOUNCEMENT OF IMA HARVARD SENIOR EXECUTIVE FELLOWS (SEF) MARCH 2005 CLASS

By Angela Coleman

Congratulations to Mr. Robert M. Crawley from the Northwest Region who was selected to attend the March 6 - April 1, 2005, Harvard SEF Class. Mr. Crawley is the Chief, Support Services Branch and Chief, Financial Management Officer at the Rock Island Arsenal, Rock Island, IL. IMA HQ, Workforce Development Branch will be funding Mr. Crawley's attendance.

The Harvard SEF program is a 4-week program that provides promising upper-level managers with the tools to build executive skills in po-

litical and public management, negotiation, human resources management, policy making, organizational strategy, communication, ethics and leadership.

Visit: <http://cpol.army.mil/library/train/catalog/ch04husef.html> for more details.

Contact the editor

Cynthia K. Patton at

IMA WFD@hqda.army.mil

African American Heritage Observance

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rence A. Johnson, Principal Director and Director, Civilian Equal Employment Opportunity, Office of the Deputy Under Secretary of Defense for Equal Opportunity, Mr. Bobby N. Bright, Mayor of Montgomery, Mr. Joe A. Lee, President of Alabama State University, Charles S. Abell, Principal Deputy Under Secretary of Defense for Personnel and Readiness.